

JOB DESCRIPTION

Job Title: Director of Field Research and Partnerships

Reports to: Director of People Group Data

Location: Flexible, may be based anywhere in the world

Date Created/Revised: 8/12/2026

Position Summary:

The Director of Field Research and Partnerships oversees Joshua Project's field-facing representative network across North America, South America, Europe, Africa, and West and Central Asia. Working through Regional Coordinators and alongside national and regional representatives, this leader builds out the network where it is thin, equips reps to carry out their three primary roles of research, networking, and mobilization, and coaches them toward measurable progress in their assigned countries. This position may be based anywhere in the world. Success looks like a growing, well-trained, well-supported rep network whose field evidence is trusted, whose national relationships are durable, and whose work moves the global Church from awareness to engagement among unreached and frontier peoples.

Essential Roles and Responsibilities:

Network Development and Recruiting

- Recruit Regional Coordinators and national representatives to fill priority gaps, working through mission agencies, national research networks, denominational researchers, and referrals from existing representatives.
- Onboard new representatives with orientation, role clarity, tool access, first-quarter expectations, and immediate connection to a coaching rhythm.
- Maintain an accurate, current picture of network coverage and report it to the Director of People Group Data.

Equipping Representatives in Their Three Primary Roles

- **Research:** Equip representatives to verify people group identities, populations, languages, and religion data, to assess phase of engagement and gospel progress metrics, to investigate conflicting or outdated records, and to submit verified updates with clear sourcing through established Joshua Project processes.
- **Networking:** Equip representatives to build and sustain relationships with mission organizations, church planting networks, denominational researchers, and national research networks, and to represent Joshua Project credibly at conferences, consultations, and strategy gatherings.
- **Mobilization:** Equip representatives to move partners from awareness to concrete engagement, using Joshua Project data and prioritization tools to activate senders, goers, and intercessors toward unreached and frontier peoples.
- Develop and maintain rep-facing training materials, onboarding guides, and method resources in collaboration with the research and communications teams.



- Ensure representatives have contextualized, brand-compliant Joshua Project resources appropriate to their language and cultural setting.

Coaching, Supervision, and Accountability

- Supervise Regional Coordinators, hold regular coaching conversations with each, and verify that they are coaching their national representatives well.
- Establish and enforce the monthly reporting rhythm: review reports, give feedback, and follow up on stalled goals.
- Set clear, measurable seasonal goals with each Coordinator and representative, and track progress against them.
- Foster a collaborative learning environment across regions through peer learning calls, shared wins, and shared solutions to common field obstacles.
- Address underperformance and role misfit directly and graciously, including transitioning a representative out of the role when that is the right outcome.
- Care for the spiritual, relational, and practical health of representatives serving in difficult and often isolated field contexts.

Field Pipeline and Organizational Coordination

- Set field research priorities by region in coordination with the Director of People Group Data and the Research Coordinator.
- Serve as a two-way bridge, relaying field insights and updated people group information into Joshua Project while carrying Joshua Project priorities, standards, and tools back out to the network.

General

- Report monthly to the Director of People Group Data on network health, recruiting progress, and representative activity.
- Raise financial support or have other means to support your work. Joshua Project, at times, may assist with travel and ministry expenses.
- Travel internationally as needed to visit representatives, attend regional gatherings, and represent Joshua Project.

Knowledge, Skills and Abilities:

- Proven experience supervising, mentoring, and developing a geographically distributed team.
- Effective in team building, coaching, and holding people accountable to goals with both clarity and grace.
- Strong recruiting instincts: able to identify, assess, and attract the right people into ministry roles.
- Experienced worker in missions among unreached peoples, and respected in the missions community.
- Understanding of people group concepts, field research methods, and data collection standards sufficient to coach representatives and evaluate their evidence.
- Familiarity with the missional landscape across multiple world regions, and the humility to learn the regions you do not yet know.
- Strong relational and networking capacity across multiple cultures and languages.
- Understanding of communication and decision-making preferences across diverse regions, and the cultural agility to adjust.



- Strong written and verbal communication skills.
- Comfort working across a wide range of time zones with a heavy virtual meeting load.
- Basic knowledge and ability to use technology such as email, communication applications, spreadsheets, and word processing.
- Access to stable internet and reliable communication tools.

Qualifications:

- Demonstrates a mature walk with God as a follower of Christ, as verified by lifestyle and references.
- Demonstrates a thorough understanding of the Bible.
- Evidences God's calling to play a role in his mission to spread the gospel among all peoples of the world.
- Has the ability to work closely with a team and can set aside personal interests for what is best for the team.
- Can graciously submit to those in authority.
- Is age twenty-one or older.
- Aligns with [Joshua Project's statement on marriage, gender, and sexuality](#).
- Shows evidence of good emotional, physical, financial, and mental health.
- Demonstrates a healthy relationship with a local evangelical church.
- Agrees with the [Lausanne Covenant](#), [World Evangelical Alliance statement of faith](#), and [Joshua Project's core values](#).
- Demonstrates relational skills to network with partners for raising salary and ministry support.
- Previous leadership and team-building experience.
- Respected and credible worker in the missions community.
- Fluency in English is required. Additional language ability (Spanish, French, or Portuguese) is a strong advantage given the regions served.
- Preference toward workers with significant cross-cultural missions experience.
- Ability to work with ever-changing technology applications for internal processes and internal/external communications.

Minimum Physical Requirements:

- Must have the ability to type written communication, speak and hear with clarity to facilitate good communication in virtual meetings.
- Must have access to stable internet and basic communication tools.
- Willingness and ability to travel internationally into the assigned regions as needed.
- Willingness to hold meetings across a wide range of time zones.

